

IDAHO WORKFORCE DEVELOPMENT COUNCIL

March 24, 2011 – Draft Meeting Minutes

Welcome and Introductions

Council Chair Con Paulos called the meeting to order at 9 a.m. and welcomed everyone. Chair Paulos stated that Alex LaBeau, Linda Clark, Brad Murray and Bob Poyser are absent and B.J. Swanson and Kara Besst will be joining us soon.

Chair Paulos introduced Idaho Power Executive Vice President and Chief Financial Officer Darrell Anderson attending for the first time as a new council member.

Agenda Review

Chair Paulos reviewed the agenda and no additions were requested.

Consent Agenda

Chair Paulos continued with the consent agenda and called upon Idaho Department of Labor Deputy Director Cheryl Brush to explain the following issues on the consent agenda:

- Minutes of November 18, 2010 Council Meeting

Chair Paulos accepted a motion by Brent Reinke, seconded by Dave Whaley to accept the November 18, 2010 minutes; the November 18, 2010 minutes were approved unanimously by voice vote.

- Eligible Training Provider List (Transmittal #1)
- Administrative Tax Proposal (Transmittal #2)
- Department of Labor Reports (Transmittal #3)
- Commission on Aging Report (Transmittal #4)
- State Legislative Update – Labor (Transmittal #5)
- Federal Legislative Update – Labor (Transmittal #6)
- WIA/Employment State Plan (Transmittal #7)

Chair Paulos accepted a motion by Tom Hally, seconded by Betty Kerr to approve Transmittals # 1 through 7 on the consent agenda; Transmittals #1 through 7 were approved unanimously by voice vote.

Transmittal #8 – The Hire One Act

Chair Paulos introduced Governor Otter's Communications Director Mark Warbis to explain the Governor's "Hire One" Legislation. Mr. Warbis reported that Hb297 (Hire One Act) was passed yesterday in the House and addresses the unemployment problem and Idaho's economy.

Mr. Warbis stated that the Hire One Act is aimed at advancing the goals of the Project 60 initiative. It reflects the priorities of taxpayers and reinforces the reality of Idaho's jobs-friendly environment by encouraging Idaho businesses to reinvest in personnel and recruit new enterprises with rewards for creating more career opportunities in Idaho communities. It sets three levels of qualification for refundable income tax credits based on how each employer is rated by the Department of Labor for payment of unemployment insurance taxes.

The three levels of qualification for refundable income tax credits for payment of unemployment insurance taxes are:

- Positive-rated employers adding an employee would get a refundable tax credit equal to 6 percent of the new employees' gross annual wages.
- Standard-rated employers would get a refundable tax credit equal to 4 percent of the new employee's gross annual wages.
- Deficit-rated employers would get a refundable tax credit equal to 2 percent of the new employee's gross annual wages.

Mr. Warbis said that the Hire One Act also focuses its encouragement on the hardest hit areas by setting a \$15-per-hour minimum qualifying wage in counties with less than 10 percent unemployment, and a \$12-per-hour minimum qualifying wage in counties with 10 percent or greater unemployment.

Mr. Warbis stated that this legislation will provide confidence in Idaho's economy, the state's employers and show that Idaho has a vested interest in job creation.

Chair Paulos accepted a motion by Jerry Beck, seconded by Brent Reinke to accept Transmittal #8; Transmittals #8 was approved unanimously by voice vote. Tom Hally suggested that the council send the Senate Committee a letter of support.

Transmittal #9 – Mission, Vision and Goals

Chair Paulos stated that the executive committee spent an afternoon working on a draft for review and encouraged the entire council to contribute to the discussion and decide what actions the council should take in order to put Idahoan's back to work.

Chair Paulos called upon Idaho Department of Labor Employment and Training Administrator Dwight Johnson to lead the discussion on the vision, mission and goals for the council.

Mr. Johnson said that the issues facing the workforce system are:

1. Jobs are scarce—nearly 72,000 Idahoans are unemployed
2. Idaho has a huge number of low-income households dependent upon income supports (more than 90,000 families rely on Food Stamps—Idaho has the highest rate of increase in Food Stamps uptake in the country)
3. Low wage workers are challenged to maintain a reasonable standard of living and retain employment without work supports
4. Employers are hesitant to hire—limited incentives and uncertain future
5. There is a mismatch of skills to the economy – too few Idahoans possess the skills that will be required in the workforce (degrees/certificates)
6. Hot jobs/growing jobs demand higher level skills and will yield higher pay
7. Too little work based experience/learning reported by employers as a lack of work place skills and technical skills at all levels (frustration with work behaviors, poor readiness for work even from higher education)
8. While improving, too few students leaving K-12 are career or work ready as evidenced by high levels of remediation
9. Too few students are moving to post secondary and fewer are completing (Idaho is rated very low in this category)
10. Lack of awareness or acceptance of the need to obtain education beyond high school

11. Progress is being made in dual-credit and other bridge programs but the education system remains unprepared to deal with a workforce that must learn for a lifetime—articulation, modularized instruction, alternative delivery models, career pathways, stackable credentials exist but not at a level that supports the changing workforce
12. Tech-prep articulation agreements are not always up to current standards; in some cases, lack of teacher qualification can impede transfer from secondary to postsecondary programs
13. There is a disparity between professional technical and academic programs in terms of payment processes.
14. There is no consistency in fees for dual credit and students and their families are unable to afford payments for dual credit; in some cases, processes are very confusing; no known system to help families
15. The state does not take adequate advantage of tech transfer from universities/INL, etc.
16. Workers and the businesses who hire them are largely unaware of the opportunities available through the workforce system
17. Many students and workers lack career awareness or knowledge of how to obtain information and services to manage their careers/navigate the system
18. School counselors are often the first to go and those who remain need access to further training
19. Access to services is limited/sometimes confusing
20. Too few Idaho children are participating in high quality pre-school programs—entering school unprepared to learn
21. In spite of the high unemployment rate, the departure of the baby boomers could impact workforce availability—particularly those with skills
22. High unemployment rates are impeding labor market participation of youth—impacting life-time earnings and normal labor market pathways
23. Workers on the fringes—those under-prepared, with language or social barriers, are especially impacted by the jobs shortage, may include returning veterans
24. The system—both education and workforce—continues to have inefficiencies that impede smooth transitions and movement between jobs and up career pathways
25. The accountability system is fractured—multiple definitions, lack of comparability
26. Demand for system services is up and funds are moving down in education and government programs offering support for education and worker preparation

Idaho Department of Labor Chief Research Officer Bob Uhlenkott reported on Idaho's economic update. Mr. Uhlenkott updated the major economic and work trends for the coming decade. He showed data on the annual average unemployment rates and the overall employment trends for Idaho compared to other states. His charts showed how education (post high school degrees) relates to jobs in Idaho and other states. He also discussed the aging workforce; compared it to other states and noted that it is especially high in north central Idaho.

Idaho Department of Labor Senior Planner Melinda Adams presented an overview of the survey conducted of the workforce programs and services. Ms. Adams presented a chart which serves as a tool to show the gaps in service, areas of need, opportunities for coordination and those programs which have common performance measures. The survey identifies each of the twenty four state workforce programs.

Discussion – Mission, Vision and Goals

Mr. Johnson presented the vision statement as proposed by the executive committee: Idaho will sustain a workforce development system that will produce a skilled workforce that allows

business to thrive and provides economic opportunity to Idaho workers and their families. Discussion followed and it was decided to add an innovative and to a skilled workforce in the vision statement.

Chair Paulos accepted a motion by B.J. Swanson, seconded by Tom Hally to approve the vision statement; the vision statement was approved unanimously by voice vote.

Mr. Johnson presented the mission statement as proposed by the executive committee: The Workforce Development Council, understanding the unique needs of business, workers, and students, will make policy recommendations to the Governor and the Board of Education and will facilitate coordination of an integrated Idaho workforce development system.

Chair Paulos accepted a motion by Tom Hally, seconded by Tony Fernandez to approve the mission statement; the mission statement was approved unanimously by voice vote.

Mr. Johnson presented the four goals as proposed by the executive committee:

- Create jobs that sustain Idaho workers and grow the economy.
- Facilitate development of an Idaho workforce that is highly skilled, committed to continuous learning and aware of opportunities available in the marketplace.
- Support a comprehensive education and workforce delivery system.
- Improve awareness of the workforce system among employers, workers, partners and policy makers and expand its use and effectiveness.

Chair Paulos accepted a motion by Tony Fernandez, seconded by Cindy Hedge to adopt the four goals as proposed by the executive committee; the four goals were approved unanimously by voice vote.

Discussion on the measures for Goal One followed:

Goal 1 Measure 1 – Reduce Idaho’s unemployment rate by 60% by 2015 was discussed.

It was proposed to change this measure to 40% by 2015 with a 6% unemployment rate.

Chair Paulos accepted a motion by B.J. Swanson, seconded by Roger Madsen to accept the change to Measure 1; and the change to Measure 1 was approved by voice vote with one No vote.

Goal 1 Measure 2 – Create 50,000 jobs with at least half with \$12.00 an hour or better wage rate with health benefits by 2015.

It was proposed to change this measure to 40,000 jobs with at least two-thirds at \$12.00 an hour or better wage rate and health benefits by 2015.

Chair Paulos accepted a motion by Jerry Beck, seconded by Tom Hally to accept the change to Measure 2; and the change to Measure 2 was approved unanimously by voice vote.

Goal 1 Measure 3 – Attain the Governor’s “Project 60” goal by 2015.

Chair Paulos accepted a motion by Dave Whaley, seconded by Bert Glandon to accept Measure 3; and Measure 3 was approved unanimously by voice vote.

Mr. Johnson discussed the strategies submitted as pertaining to Goal 1:

- A. Align workforce and education services to business needs and priorities by adopting a “sector strategy” approach that:

- Targets key industries
- Builds partnership among employers, education and workforce providers

- o Identifies and addresses training needs of business
 - o Leverages public and private resources
- B. Support initiatives to improve workforce information for critical business decision making within targeted industries. (i.e., primary care initiative, green initiative, selected sectors (health care, technology, advanced manufacturing, and energy), and longitudinal data system, etc.)
- C. Promote policies for the Workforce Development Training Fund to assist with the creation of jobs and retention of Idaho's workforce.
- D. Support adoption of incentives that encourage the hiring of new employees.
- E. Engage employers to expand work-based learning opportunities such as internships, on-the-job training, work experiences, and apprenticeships to improve workplace readiness and occupational skills.
- F. Maintain a quality One-Stop Career Center system that connects employer and workers to workforce services
- G. Encourage employers to increase hiring by promoting the Governor's "Hire One" initiative and consider opportunities for other campaigns such as a "180 Degree Turn-around Campaign" or a "Using technology to turn 180 Degrees" campaign that builds on Project 60, increasing the attainment of degrees and credentials for 60% of the workforce and reducing unemployment to 60% of current levels.
- H. Expand opportunities for innovation and employment in emerging industries such as technology, innovation and green through the sector, "Grow Green" and other initiatives.
- I. Support the efforts of the Idaho Technology Council in their development of iGEM (Idaho Global Entrepreneurial Mission) to create a more dynamic research and tech transfer infrastructure that enables the growth and success of innovation in our state by identifying and connecting resources geared toward the development, transfer and implementation of advanced technology.

Jay Larson recommended that under number B, technology add the following language: as it relates to renewable energy, software, and agri-science and health science.

Chair Paulos accepted a motion by Richard Holman, seconded by Cindy Hedge to add a metric concerning the underemployed worker. Motion was approved unanimously by voice vote.

Chair Paulos accepted a motion by Cindy Hedge, seconded by Bert Glandon that the Idaho workers obtaining a certificate, industry recognized credential, apprenticeship, or degree beyond high school be addressed. Motion was approved unanimously by voice vote

Transmittal #10 – Unemployment Insurance in Idaho

Chair Paulos called upon Idaho Department of Labor Acting Chief of Benefits and Wage and Hour Bureau Josh McKenna to give a report on the unemployment insurance benefit program. Mr. McKenna reported that the unemployment insurance system is essentially a federal program run by the state. Idaho has some flexibility, but the state conforms to federal requirements. Failure to do so could affect federal funding.

Mr. McKenna stated that Idaho takes all of its claims online and employers are notified. Claimants may file their claims on the computer at any of the 25 local offices or from anywhere there is Internet access. A new claim is good for one year.

Mr. McKenna said that a claimant must meet two different types of eligibility standards.

1. To be monetarily eligible, a claimant must have wages in at least two completed quarters – at least \$1,872 in one quarter, and a quarter of that amount in the remaining three quarters. This base period is usually the first four of the last five completed calendar quarters before layoff.
2. Claimants must also satisfy personal eligibility requirements. Claimants must be unemployed through no fault of their own and be able, available and meeting the work search criteria.

Claimants are eligible for weekly benefit amounts from \$72 to \$336 with the average weekly benefit amount of \$244.11 for 2010. Additionally, claimants are eligible for regular benefits anywhere from 10 to 26 weeks. In terms of what claimants are currently drawing, claimant's average duration is 15.8 weeks for the 3rd quarter 2010; the national average was 19.4 weeks.

Mr. McKenna reported that unemployment insurance lessens the impact of downturns in the economy where weekly benefit checks help families pay the rent and utilities and support local businesses as well as maintain skilled workers in local communities that are available for work when the economy improves.

Idaho Department of Labor Acting Chief of the Unemployment Insurance Compliance Bureau Michael Johnson discussed claimant and employer fraud. He said that state law makes it a felony for a claimant to make a false statement in order to obtain or increase any benefit payment. From 2009 through February 2011, benefit payment control fraud investigators have established \$11.7 million in benefit overpayment and \$14.4 million in fraud – a total of \$26.1 million. In addition to collecting fraud-related civil penalties, the Idaho Department of Labor has criminally prosecuted people that have committed fraud as well.

Chair Paulos said that the next presentations being made are in response to the executive committee proposals to increase the computer and workplace skills of workers and to provide information related to proposals for marketing. Idaho Department of Labor Special Assistant to the Director Georgia Smith introduced the following topics and presenters:

- **Partnership with the Idaho Commission for Libraries**

Broadband Technology Opportunities Program (BTOP) Project Manager Gens Johnson stated that the Idaho Commission for Libraries along with the Gates Foundation was able to qualify for the American Recovery and Reinvestment Act (ARRA) Broadband Technology Opportunities Program award of 1.9 million dollars in federal funds to complete this 2.8 million dollar project.

Ms. Johnson said that an overview of the project includes:

1. Extending public access to rural areas connectivity
2. Expanding broadband capacity in at least 55 public libraries
3. Providing additional new computers in these libraries
4. Training of library staff
5. Expanding digital literacy training
6. Adding online resources and data bases
7. Training of Idaho Youth Corps (WIA Summer Youth) as digital literacy tutors

- **Opportunity Online**

Idaho Department of Labor Operations Manager Kristyn Roan discussed the partnership between the Department of Labor, the Idaho Commission for Libraries and Idaho Public Television. Ms. Roan said that in April and May a series of workshops for the librarians will be held at the Labor offices in Boise, Lewiston, Post Falls, Idaho Falls, and Twin Falls. The workshops will feature

instruction for the online resources. The programs include Learning Express Library, Career Information Systems, Idaho Works and Scout.

Ms. Roan presented a draft of a job search workbook which will eventually be available online. This workbook is modeled from the content of the job search workshops held in the local offices on how to successfully look for work. Hopefully this electronic tool will be available in about a year as an online course with Idaho Public Television inserts on tips to job seekers. There will also be a marketing plan in place using the libraries and public television to promote these services to the public at large.

- **Marketing Effort**

Idaho Department of Labor Special Assistant to the Director Georgia Smith provided a copy of the marketing plan to council members and introduced Drake Cooper Director of Account Services Sara Chase to explain the marketing plan and outreach efforts of the department.

Ms. Chase explained that the marketing plan will focus on the department goals which are to increase employment, increase number of green jobs, increase productivity, reduce turnover, encourage more workers, better wages and promote life long learning.

Ms. Chase stated that the main role of the marking plan is to raise awareness, change attitudes and perceptions and to use messaging to change behavior. The Idaho Department of Labor takes a personal interest in putting Idahoans to work by going far beyond competitors and is the leading expert on the employment and work force landscape.

Ms. Chase said that the marketing plan will include mass media, target media, social media and earned media. The campaign plan will focus on audience research using focus groups, in-depth interviews and qualitative surveys. Ms. Chase also showed several samples for campaign ads for labor.idaho.gov.

Resume Discussion on Vision, Mission and Goals

Chair Paulos called upon Idaho Department of Labor Employment and Training Administrator Dwight Johnson to continue the discussion on the vision, mission and goals for the council. The discussion resumed with Goal #2: Facilitate development of an Idaho work force that is highly skilled, committed to continuous learning, and aware of opportunities available in the market-place and the three measures.

Goal 2 Measure 1 – Increase Idaho’s “go-to-college” rate, including all postsecondary education, by 30% by 2018.

Chair Paulos accepted a motion by B.J. Swanson, seconded by Jerry Beck to accept Measure 1; and Measure 1 was approved unanimously by voice vote.

Goal 2 Measure 2 – Reduce the need for remediation for new college entrants and returning adult learners by x% by 2020.

Chair Paulos accepted a motion by Tony Fernandez, seconded by Dave Whaley to accept Measure 2 with addition: reduce the need for remediation for new college entrants by 50% by 2020; and Measure 2 was approved unanimously by voice vote.

Goal 2 Measure 3 – Ensure that 60% of Idaho workers obtain a certificate, apprenticeship, or degree beyond high school by 2020.

Chair Paulos accepted a motion by Bert Glandon, seconded by Cindy Hedge to accept Measure 3 with added industry recognized credential; and Measure 3 was approved unanimously by voice vote.

Chair Paulos accepted a motion by Richard Holman, seconded by Bert Glandon that the language of the strategies for Goal #2 reflect the state secondary graduation standards with post-secondary entrance requirements; and the motion was approved unanimously by voice vote.

Goal #2 strategies were discussed and Chair Paulos accepted a motion by Bert Glandon, seconded by Dave Whaley to accept the strategies for Goal #2; and the strategies for Goal #2 were approved unanimously by voice vote.

Mr. Johnson said that Goal #3 is: Support a comprehensive education and workforce delivery system.

Chair Paulos accepted a motion by Richard Holman, seconded by Jerry Beck to include another measure for Goal #3 which is: establishing sector partnerships for each of the targeted industries – health care, technology, energy and advanced manufacturing by 2012; and the motion was approved unanimously by voice vote.

Chair Paulos accepted a motion by Dave Whaley, seconded by Mike Rush to accept Measure 1 and the strategies as listed for Goal #3; and Measure 1 and the strategies as listed for Goal #3 were approved unanimously by voice vote.

Mr. Johnson said that Goal #4 is: Improve awareness of the workforce system among employers, workers, partners and policy makers and expand its use and effectiveness.

Chair Paulos accepted a motion by Rian Van Leuven, seconded by Brent Reinke to accept Measure 1 and Measure 2 with the percentage's added from the survey results and add Measure 3 to address diversity in the workforce. Measures 1, 2 and 3 as discussed for Goal #4 were approved unanimously by voice vote.

Discussion followed on the soft skills necessary for job searchers to enter the workforce, dress code necessary for job interviews, and work ethic of today's young people. It was suggested that these soft skills be incorporated into the Idaho Department of Labor's social media campaign and online learning program.

Reports from Related Councils/Initiatives

- **Trade Adjustment Assistance Community College & Career Training Grants Program**

Chair Paulos introduced Idaho Division of Professional-Technical Education Associate Administrator Dr. Vera McCrink to give a brief update on the Trade Adjustment Assistance Community College & Career Training Grants Program (C3T). Dr. McCrink stated that this C3T grant is a \$500 million dollar grant funded through the federal government in which each state is guaranteed at least two and one half million dollars. It will be administered by the Department of Labor in partnership with the Department of Education.

Dr. McCrink stated that the purpose of the grant is to expand and improve the ability to deliver education and career training programs that can be completed in two years or less and are suited

for workers who are eligible for training under the Trade Adjustment Act (participants who were laid off due to foreign competition) and further prepare participants for employment with high wage and high skill occupations.

This grant focuses on three sectors (energy, health care, and advance manufacturing) within the state because of their high skill and high wage occupations. State-wide programs are being pursued by the six technical colleges with the industries' input to develop curriculum. The grant is due on April 21, 2011.

- **Idaho Energy Sector Partnership Report**

Chair Paulos introduced council member Betty Kerr who reported on the Idaho Energy Sector Partnership. Ms Kerr reported that the Idaho Energy Sector Partnership provides oversight for Idaho's Grow Green grant which was awarded last year.

Ms. Kerr explained that the grant has funded over 1.4 million dollars in new supplies and equipment for secondary and post-secondary classrooms. A hand-out was provided that listed the secondary and post-secondary schools involved and the progress made to date. Ms. Kerr stated that the partnership approved three new proposals from the AFL-CIO and business representatives for \$450,000 in green skill training for electrical, plumbing and sheet metal apprenticeships and journey level workers. As with the school partners, green grant funds will provide equipment while the training sites will provide instructors, curriculum and classroom costs.

Ms. Kerr said the Grow Green Grant will be involved in the department's marketing campaign which includes sustaining these programs, informing the public, hiring of graduates, and making employers aware of opportunities.

- **Idaho Health Professions Education Council**

Chair Paulos introduced Idaho Health Professions Education Council Chair, Dr. J. Anthony "Tony" Fernandez to update the council on their activities and recommendations. Dr. Fernandez reported that the council provided the governor with a comprehensive report on the state of physicians, nurses, dentists and physician assistants in Idaho. The council will meet April 12, 2011 and gather information for a governor's second report on nurse practitioners, mental health, pharmacy and health care legislation.

- **Idaho Health Care Workforce Planning Partnership**

Chair Paulos recognized B.J. Swanson as chair of the Idaho Health Care Workforce Planning Partnership. Ms. Swanson reported that the Idaho Health Care Workforce Planning Partnership was awarded a grant in October 2010. It provides funds to develop a coordinated workforce data and information system which is uniform and consistent across primary care disciplines and will provide an informational base to make supply and demand decisions.

Ms. Swanson said that the planning effort builds upon the recommendations and work already completed by the Idaho Health Professions Education Council and the Idaho Nursing Workforce Advisory Council. The Nursing Workforce Data Center developed by Idaho Nursing Workforce Advisory Council is being used as the model expanding its scope and membership to include a wide range of health care disciplines and extending data sharing agreements to other licensing boards.

Currently relationships are being established with professional associations, advocacy groups and boards of licensure germane to each discipline. Exchange of data agreements with Idaho Office of Rural Health and Primary Care, Board of Medicine, Board of Dentistry, and Bureau of Occupational Licenses have been drafted. Ms. Swanson provided the Idaho Nursing Overview January 2011 summary which includes information on supply and demand, education capacity, faculty issues and present findings.

The next steps for the partnership involve appointing the primary experts to the steering committee, drafting the committee's work plan, and finalizing agreements with the boards of licensure

- **Idaho Technology Report**

Chair Paulos introduced Idaho Technology Council President/CEO Jay Larsen to update the council of their activities. Mr. Larsen reported that the Idaho Technology Council is in the process of identifying computer, software and energy companies in the state and linking them to universities and colleges for educational development and training programs. Mr. Larsen referred to Dr. Glandon's idea, "Idaho 2020" which strategizes Idaho's vision and goals for workforce development and economic opportunities globally through technology. Part of the plan will partner with iGEM which is a program that drives industry through innovation and one of the necessary elements for this technical transfer is the alignment between the public and private sectors.

Further Business

Chair Paulos asked the staff to finalize the Council's mission, vision and goals with the changes and modifications discussed.

Chair Paulos stated that the next council meeting will be held sometime in September hopefully with the governor being able to attend. It was suggested that the council meeting be held in coordination with the Governor's Cup held in Coeur d'Alene to accommodate the governor's schedule.

On motion by B.J. Swanson, seconded by Jerry Beck the meeting adjourned at 4 p.m.

Attendance**Members:**

Darrel Anderson
Dick Armstrong (absent)
Gerald Beck
Kara Besst
Linda Clark (absent)
Randy Shroll for Don Dietrich
Tony Fernandez
Bert Glandon
Dean Haagenson (absent)
Tom Hally
Cindy Hedge
Richard Holman
Betty Kerr
Paul Kjellander (absent)
Alex LaBeau (absent)
Jay Larsen

Garry Lough
Tom Luna (absent)
Roger Madsen
Shirley McFaddan
Brad Murray (absent)
Jan Nielsen
Con Paulos
Robert Poyser (absent)
Brent Reinke
Mike Rush
Doug Sayer (substitute Mike Nelson)
B.J. Swanson
Kim Toryanski
Rian Van Leuven
Kenneth Wiesmore
Dave Whaley

Guests:

Melinda Adams
Susan Baca
Rico Barrera
Terry Butikofer
Cheryl Brush
Christine Dolan
Robin Dyck
Cheryl Engel
Jay Engstrom
Bob Fick
Dwight Johnson
Bill Kober
John McAllister
Allison McClintick
Vera McCrink
Denise McDonald
Craig Nebeker
Pat Nelson

Pam Pearson
Ben Phillips
Carl Powell
Arielle Riley
Jerry Riley
Alicia Ritter
Kristyn Roan
Diane Severine
Sue Simmons
Georgia Smith
Angelice Strack
Ann Stephens
Brent Tolman
Bob Uhlenkott
Roy Valdez
Mark Warbis
Aaron White